

1 2 **BOARD MEETING** 3 The State Capitol, Room 112 4 Sacramento, CA 95814 5 6 7 February 27-28, 2020 8 9 Thursday, February 27, 2020 10 **Members Present** 11 Seyron Foo, President 12 Mary Harb Sheets, PhD, Vice-President 13 Alita Bernal 14 Sheryll Casuga, PsyD 15 Marisela Cervantes 16 Stephen Phillips, JD, PsyD 17 Shacunda Rodgers, PhD 18 Lea Tate, PsyD 19 20 21 **Members Absent** None 22 23 Legal Counsel 24 25 Norine Marks 26 **Others Present** 27 Antonette Sorrick, Executive Officer 28 Jeffrey Thomas, Assistant Executive Officer 29 Stephanie Cheung, Licensing Program Manager 30 Curtis Gardner, Probation Monitor 31 Jason Glasspiegel, Central Services Coordinator 32 Nicole Walker, Special Investigator 33 34 Thursday, February 27, 2020 35 36 Agenda Item #1: Call to Order/Roll Call/Establishment of a Quorum 37 Seyron Foo, Board President, called the open session meeting to order at 9:33 a.m. Mr. 38 Foo thanked Senator Glazer and staff of the Senate Business, Professions and 39 Economic Development Committee for making this room available to the Board. A 40 quorum was present and due notice had been sent to all interested parties. 41 42 Agenda Item #2: President's Welcome 43

Mr. Foo read the Board's Mission Statement. On behalf of the Board, he then expressed
 gratitude to Dr. Phillips for his years of service as Board President. Dr. Phillips
 expressed his appreciation for his kind words.

Mr. Foo then administered the Oath of Office to reappointed Board Member Sheryll Casuga, PsyD, and newly-appointed Shacunda Rodgers, PhD.

Dr. Casuga expressed that she was honored to be a Board Member and looks forward to serving.

Dr. Rodgers expressed her gratitude and thanked her supporters who were in attendance.

 Dr. Phillips then read and presented a Certificate of Appreciation to former Board Member Jacqueline Horn, PhD, who served until November 2019. Dr. Horn received a standing ovation. She acknowledged that she was proud to have served this Board and that she has confidence that the Board will continue to put California consumers at the fore of its business.

Dr. Casuga expressed that Dr. Horn's legacy would continue to influence the Board's efforts.

Mr. Foo expressed that Dr. Horn had made an indelible mark on the Board and that he was grateful to her for mentorship.

Agenda Item #3: Public Comment for Items not on the Agenda. The Board May Not Discuss or Take Action on Any Matter Raised During this Public Comment Section, Except to Decide Whether to Place the Matter on the Agenda of a Future Meeting [Government Code sections 11125 and 11125.7(a)]

Catherine Campbell of California Protective Parent Association expressed her appreciation for Dr. Horn's service on the Board. Ms. Campbell then commented that she had concerns that there were fewer Board meetings being held overall and noted that there was no Enforcement Report at this meeting. Ms. Campbell expressed that this led to a lack of transparency, especially ahead of the Board's upcoming Sunset Review. She then read a list of steps the Board could take that would demonstrate "institutional courage."

## Agenda Item #6: DCA Executive Office Update

Mr. Foo introduced Kimberly Kirchmeyer as the newly-appointed DCA Director to give the DCA Executive Report. Ms. Kirchmeyer provided background on her history and explained that DCA is there to provide what services boards and bureaus need to protect consumers.

- 88 Ms. Kirchmeyer stated that her initial focus was on client service and satisfaction,
- through a combination of data and technology to enable making informed decisions.
- 90 DCA's goals include:
- a) Reducing the timeline for processing regulations
- 92 b) Getting Fi\$Cal online
- c) Decreasing the time it takes to investigate a licensee through DOI. Looking forward to
- producing a report regarding improvements to DOI, some of which are already
- 95 implemented.
- 96 d) ADA compliance continues to be critical.
- e) Ensuring that all legislation is actually being implemented by boards and bureaus.
- 98 Ms. Kirchmeyer stated that she intends to meet one-on-one with each board and
- bureau, but that the Executive team is currently short-staffed.
- On January 22, 2020, Governor Newsom appointed Lourdes Castrillo Ramirez as the
- Secretary of the Business, Consumer Services and Housing Agency, replacing Alexis
- Podesta. Ms. Kirchmeyer expressed her thanks to Ms. Podesta for being a strong
- advocate for all the boards and bureaus under DCA.
- DCA Legal has created a Regulations Unit and it is now fully-staffed. This new unit is
- getting up to speed to work with boards and bureaus to face the challenges presented
- by the implementation of AB 2138. DCA is rolling out the Sharewell portal, which is a
- database for sharing regulations package status in real-time with boards and bureaus.
- Fi\$Cal is working with OIS to develop a project that will allow programs to obtain
- aggregate expenditure reports on the same schedule that they used to receive them
- from CalSTRS. Programs will be able to use that data to run ad hoc reports in QBIRT.
- DCA Executive stays committed to the Board to provide support as it goes through the
- Sunset process and stated that her team will provide updates on scheduling.
- 113 Ms. Kirchmeyer emphasized that ADA compliance on the Board's website is required.
- DCA is hiring a contractor and additional staff to address the need to bring all online
- documents into compliance with the ADA statute.
- The Organizational Improvement Office (OIO) provides Change Management Services,
- Business Process Mapping, and Information Technology System Requirement
- documentation to DCA Boards and Bureaus to increase efficiency and productivity. OIO
- is currently reviewing DCA Centralized Services and have already completed a study on
- DCA Legal Affairs Division. OIS intake is currently under review, and a study of OHR is
- 121 now beginning.

- Ms. Kirchmeyer invited questions and Dr. Phillips expressed that it was refreshing to have someone as Director who actually comes from a program perspective and knows
- what the Board needs.

- 126 Ms. Sorrick expressed that she is a big fan of SOLID as a pro rata program. She
- commented that part of the Board's Strategic Plan is to have SOLID complete a review
- of our Central Services, Enforcement and Licensing Units, and is looking forward to the
- process improvements SOLID will provide.

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- Dr. Jo Linder-Crow of CPA offered Ms. Kirchmeyer her congratulations on her
- appointment as Director. Dr. Linder-Crow inquired about whether the online tracking of
- regulations would be available to public. Ms. Kirchmeyer replied in the negative but
- pointed out that Ms. Sorrick could provide that regulatory tracking information to the
- public at Board meetings.

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No further public comment was offered.

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#### Agenda Item #4: President's Report

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a) Dates and Locations of 2020 Board and Committee Meetings – Meeting information was provided in the meeting packet.

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- b) Committee Updates Mr. Foo congratulated Dr. Harb Sheets on her assignment as Chair of the Licensure Committee and Dr. Rodgers for her assignment to the Outreach
- and Communications Committee. He mentioned that there are few changes to committee assignments and that Dr. Tate would be joining the Licensure Committee.
- 148
- No public comments.

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#### Agenda Item #5: Executive Officer's Report

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- 153 Ms. Sorrick provided the Executive Officer's Report. Ms. Sorrick described which
- positions were currently vacant and commented that the Board is recruiting to fill these
- vacancies while in the meantime existing staff is absorbing the workload. She
- mentioned that the reduced number of meetings overall is due to fiscal considerations
- and that more information will be given on the second day of this meeting in the Budget
- 158 Report.

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- Mr. Foo acknowledged Patrick Le for his close work with the Board during his time with
- 161 DCA Board and Bureau Services.

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No public or Board comments were offered.

165 166	Agenda item #7: Discussion and Possible Approval of the Board Meeting  Minutes: October 3-4, 2019
167	<del></del>
168	Mr. Glasspiegel presented this item.
169	W MT 4 VO(11 1 01 4 VO 4
170	It was M(Tate)/S(Harb Sheets)/C to approve the minutes as presented.
171 172	Dr. Linder-Crow questioned the use of the term 'syndrome' without specifying whether
172 173	this referred to 'parental alienation syndrome' or not.
174	tino referred to parental anenation syndrome of not.
175	Discussion ensued as to the intended use of those terms in the context of the
176	Enforcement Report, Agenda Item # 27, page 17 of the October 2019 minutes (line 706
177	in the meeting materials packet). Dr. Phillips pointed out that 'parental alienation' and
178	'parental alienation syndrome' are different things, and that the latter is debunked.
179	M/T ( )/O/I   O ( )/O (
180	It was M(Tate)/S(Harb Sheets)/C to approve the minutes as amended with Dr. Linder-
181 182	Crow's recommendation to add 'parental alienation' in front of the word 'syndrome' in the Enforcement Report, Agenda Item # 27, page 17 of the October 2019 minutes as
183	discussed and to not add 'syndrome' to 'parental alienation' in the previous sentence
184	(line 705 in the combined packet).
185	(into 100 in the combined passet).
186	Vote: 8 ayes (Bernal, Casuga, Cervantes, Foo, Harb Sheets, Phillips, Rodgers, Tate), 0
187	noes
188	
189	Agenda Item #8: Discussion and Possible Approval of the Board Meeting
190	Minutes: November 8, 2019
191 192	Mr. Glasspiegel presented this item.
193	wir. Glasspieger presented this item.
194	Ms. Bernal inquired as to whether the question of her attendance at previous event had
195	been addressed in these minutes. Ms. Sorrick replied that the minutes in consideration
196	took her attendance into account and that the particulars of Ms. Bernal's attendance were
197	included in the Sunset Report.
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199	It was M(Tate)/S(Phillips)/C to approve the minutes as presented.
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201	No public comment and no further Board discussion offered.
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203	Vote: 8 ayes (Bernal, Casuga, Cervantes, Foo, Harb Sheets, Phillips, Rodgers, Tate), (
204	noes
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206	Agenda Item #9: Petition for Early Termination of Probation – Molly O'Griffin,
207	<u>PsyD</u>

209 210	Administrative Law Judge Wilbert Bennett presided. Deputy Attorney General John Gatschet was present and represented the People of the State of California. Molly
211	O'Griffin, PsyD was present and represented herself.
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213	Agenda Item #10: Closed Session
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215	In the interest of time, the Board postponed this closed session and combined it with
216	Agenda Item #12: Closed Session.
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218	<u>Agenda Item #11: Petition for Reinstatement of License – Joshua Craig, PsyD</u>
219	Administrative Law Judge Wilhert Bennett precided Deputy Atterney Conerel John
220 221	Administrative Law Judge Wilbert Bennett presided. Deputy Attorney General John Gatschet was present and represented the People of the State of California. Joshua
221	Craig, PsyD was present and represented the People of the State of California. Joshua
223	Craig, i syb was present and represented minisen
224	Agenda Item #12: Closed Session
225	7 tgorida itom # 721 010000 00001011
226	The Board met in closed session pursuant to Government Code Section11126(c)(3) to
227	discuss disciplinary matters including the above Petitions, Proposed Decisions,
228	Stipulations, Petitions for Reconsideration, and Remands.
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230	The meeting adjourned at 4:00 p.m.
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232	Friday, February 28, 2020
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234	9:30 a.m. – OPEN SESSION
235	Agenda Itom #12: Call to Order/Poll Call/Establishment of a Querum
236	Agenda Item #13: Call to Order/Roll Call/Establishment of a Quorum
237	Seyron Foo, Board President, called the open session meeting to order at
238 239	approximately 9:45 am. A quorum was present and due notice had been sent to all
240	interested parties.
241	interested parties.
242	Members Present
243	Seyron Foo, President
244	Mary Harb Sheets, PhD, Vice-President
245	Alita Bernal
246	Sheryll Casuga, PsyD
247	Marisela Cervantes
248	Stephen Phillips, JD, PsyD
249	Shacunda Rodgers, PhD
250	Lea Tate, PsyD
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252	Members Absent
253	None

#### Legal Counsel

256 Norine Marks

#### **Others Present**

259 Antonette Sorrick, Executive Officer

Jeffrey Thomas, Assistant Executive Officer

Stephanie Cheung, Licensing Program Manager

Jason Glasspiegel, Central Services Coordinator

Agenda Item #14: Public Comment for Items Not on the Agenda. Note: The Board May Not Discuss or Take Action on Any Matter Raised During this Public Comment Section, Except to Decide Whether to Place the Matter on the Agenda of a Future Meeting [Government Code sections 11125 and 11125.7(a)].

Kathleen Russell, Executive Officer of Center for Judicial Excellence, expressed her displeasure with the reduced meeting opportunities and the lack of an Enforcement Report at today's meeting. She emphasized that B&P §2920.1 speaks to public protection being paramount and that she was frustrated that there was no report today to provide a timeline for implementation of Enforcement Committee decisions. She acknowledged that she did not attend the Board's October 2019 meeting where the Enforcement Committee presented an update. She commented that the Board's licensees are complicit in influencing court decisions that leave children vulnerable and exposed to violence and abuse by parents.

Dr. Jo Linder-Crow iterated that CPA's comments in the October 2019 minutes reflected CPA's feeling that the stakeholder meeting exceeded the original stated purpose of the meeting. CPA would be more than willing to participate in future stakeholder meetings.

#### Agenda Item #15: Budget Report

Mr. Glasspiegel provided initial budget numbers from the meeting materials packet and then introduced Budget Analyst Paul McDermott and his supervisor Karen Muñoz from the Budget Office.

Mr. McDermott explained that the budget process is any change or adjustment to the budget, beginning in Fall, from the previous year's budget. He explained that a Budget Change Proposal (BCP) was a formal process for changing allocations to the Board's budget.

He said that employee compensation, retirement rates, etc. are reviewed to make the budget square. The budget process culminated with the release of Governor Newsom's budget on January 10, 2020.

Mr. McDermott described his monthly meetings with Ms. Sorrick and Mr. Glasspiegel to try and head off potential budget issues. Out of these meetings, the first adjustment was to 'tighten' the budget by cutting Board costs.

He explained that the Board had identified several areas to cut, starting with staff overtime, personnel services, and other discretionary spending, such as seasonal help and travel. These cuts to discretionary spending were necessary for the Board to remain solvent at the end of the fiscal year.

Mr. McDermott commented that the bottom line of the <u>budget</u> was the most important consideration, and as long as that continued to show a positive number, the Board should be fine.

Mr. McDermott then described the Board's operating expenses. He pointed out that the biggest costs to the Board's budget were wages and salaries, OAG costs, office administration, and rent. The first step was to address increases to OAG, which triggered the need for an augmentation.

Dr. Phillips asked Mr. McDermott to explain what an augmentation was. Mr. McDermott replied that an augmentation was a change to a particular line item to increase the allocation for that item according to the Governor's budget.

The Board's projection for fiscal year-end is for the budget to be six-tenths of a percent (0.6%) in the black. Even so, fiscal restraints will continue beyond the end of this fiscal year until the health of the budget improves further.

Mr. McDermott commented that even though expenditures are tight, the Board's ability to remain solvent looked good. He stated that he will continue to work with Mr. Glasspiegel to get ahead of budget issues and meet the numbers for year end.

Ms. Sorrick asked Mr. McDermott to explain how the Board came to have unfunded positions and how the Board did not have access to funds that appeared to be allocated for its use.

Mr. McDermott replied that a review of November 2019 Board meeting documents showed that the Board had filled four authorized positions without funding and had been absorbing the costs of those positions all the way back to 2015-2016. This amounted to nearly \$500,000 in Board costs for these unfunded positions. The Budget Office will be starting the BCP process for the Board in March, 2020 to square up these four positions, in addition to two other unfunded positions the Budget Office has identified.

In response to Ms. Sorrick's second question, he explained that funds are not intended to be used like a checking account with ready access, but instead are to be used in the

case of a shortfall, such as an augmentation for high OAG costs. Even though the Board cannot access all of these funds, the Board could, through proper processes, move money around to cover shortfalls.

Dr. Phillips pointed out that as a result of the costs of unfunded positions and other functions, the Board has had to cut meetings back, which hurts the Board's transparency, and means the Board is hindered in its ability to meet its governance responsibilities. Dr. Phillips expressed being mystified at having been told that the Board could hire staff but that it should not seek BCPs because there was money in the budget to fund the positions.

Ms. Muñoz commented that the recent OAG cost increase had a huge impact on the Board's operational budget that the Board had no control over and which the Budget Office could not have foreseen. These OAG costs, along with facilities cost increases and the cost of those unfunded positions, all contributed to the Board finding itself in this present financial condition.

Dr. Phillips commented that Fi\$Cal had limited applicability for the Board by providing too much detailed data and not enough aggregated data. He expressed particular concern that the Budget Office discovered that the Board was in excess of \$600,000 in the red, but did not notify the Board timely and now the Board is hobbled by the budget and for the first time, budgetary considerations were holding the Board back from vigorously pursuing its policy work. He asked for an explanation for why the Budget Office did not notify the Board sooner that there was such a large shortfall in the fund.

Ms. Muñoz replied that the \$600,000 plus in question was identified before the Board received its augmentation for employee compensation, additional general salary increases, retirement, etc. were not included in the Board's budget, but were being projected. The actual numbers were not available until closer to the release date of the Governor's Budget, although the Budget Office was anticipating these expenses and were considering augmentations already. In other words, the Budget Office could not release this information ahead the Governor's Budget release, but the Budget Office was aware of the areas that might need augmentation. Ms. Muñoz said that the Budget Office could start including that information in the budget while waiting for the release of the Governor's budget, in order to keep the Board better-informed.

Dr. Phillips remarked that the sooner budgetary information is available, the sooner the Board can prepare for these types of situations.

Ms. Cervantes commented that there was a delay of information coming to board staff and that staff was unable to answer questions at a previous Board meeting. She emphasized that while the Board is public-facing, the Budget Office was not.

Dr. Tate asked whether other boards are going through this same situation and Mr. McDermott replied that the Board's fund situation is not unique to this Board.

Mr. McDermott commented that the high costs of OAG, rent and salary are affecting everybody, and that other boards and bureaus are having wide-ranging experiences in their ability to absorb these costs.

 Dr. Harb Sheets asked how Mr. McDermott sees the Budget Office and the Board moving forward, in terms of the interaction with Mr. Glasspiegel or Ms. Sorrick so that the Board is always aware of where it stands. Mr. McDermott replied to Dr. Harb Sheets that the Budget Office is working closely every day with Mr. Glasspiegel and providing updates as they are available, with a minimum time lag. Going forward, there will be a concerted effort to provide information as quickly as possible, at least on a monthly basis.

Dr. Harb Sheets asked whether the Board should expect to be in the same situation next year, and if so, when does the Budget Office anticipate that the Board will be back to operating in the black.

Mr. McDermott answered that it will take a year and a half, which is to say once the Board starts allocating the unfunded positions rather than absorbing the costs of them.

Mr. Glasspiegel commented that changes won't become effective until FY 21-22.

Ms. Cervantes asked Ms. Sorrick about changes in the number of renewals due to an aging licensed population and how that might affect the budget.

Ms. Sorrick replied that licensing numbers have remained mostly static and that it would be hard to predict what effect those numbers might have on the budget. Ms. Sorrick asked Ms. Cheung for corroboration and Ms. Cheung commented that this assessment was accurate.

 She expressed hope that the Board would be able to get the BCP, but that the Board would still be looking at a structural deficit. She commented that in FY 2024-2025 the Board would have to look at its fee structure to ascertain whether the Board would able to continue to function at these levels. At that point, the Board might have to consider fee changes. The Board currently subsidizes \$100 per test candidate to take CPLEE. Dr. Casuga asked whether the Board could anticipate things like the need for future positions and unexpected expenses in a BCP.

Ms. Sorrick replied that to have a healthy budget and to be able to afford expenses out of the bottom-line causes control agencies to assume incorrectly that the Board's budget situation is fine. On the other hand, once the Board's bottom-line goes down,

control agencies take another look and assume that the Board needs to bring its spending in line with its revenue, to 'right things up.'

Ms. Muñoz expanded on Ms. Sorrick's comment to say that when the Board goes through the BCP process to secure funding for positions, control agencies take into account that the Board had been absorbing positions for a while and would likely assume the Board can continue to do so. A BCP cannot be submitted based on speculative situations, and she commented that control agencies were always willing to listen, but would insist on solid justification before they would be willing to allocate new funds.

Ms. Muñoz explained that all boards have different needs and that she could not unilaterally say whether every board absorbed costs the same way.

Dr. Linder-Crow pointed out that fees paid by licensees pay for Board operations. Board meetings are the only opportunity for stakeholders to interact with the Board, and without public meetings, stakeholders have no input. She commented that there was no money for out-of-state travel and pointed out that with the largest number of licensed psychologists in the country, it was hard to believe that California is not represented at national meetings where important issues are discussed, issues that affect the industry nationwide. California is a leader, but the Board is not present there at the national level. She called attention to the lower in-state travel budget, too. She commented that when the Board cuts meetings, it means the Board and its Committees have fewer opportunities to discuss policies, and disciplinary cases are delayed, meaning consumers are suffering due to unfit licensees continuing to be licensed. As a member of the public, she is offended to have less opportunity to interact with the Board. She said the licensees her association represents will have the same response.

Kathleen Russell of Council for Judicial Excellence spoke to the high turnover at the Budget Office and expressed hope that DCA will work to reverse that trend. She pointed out that Dr. Linder-Crow is not the public, but rather a representative for a constituency. She agreed with Dr. Linder-Crow's assessment that the public suffers when they are unable to interact with the Board. She commented that when there is less public input, there is a greater tendency for policy to favor licensee interests. She emphasized that the Board's mission is to protect consumers.

Dr. Phillips commented that a substantial portion of the Board's fund goes to enforcement functions and that the Board cannot make cuts to that function and still continue to protect the public. He agreed that Board meetings really are the only place where the public can interact, that the Board wants to be transparent, and that budgetary constraints were interfering with the Board's business and transparency.

Dr. Melodie Schaeffer of California Psychology Internship Council (CAPIC) said that it was an ethical breach to increase the risk to consumers by reducing meeting frequency.

Mr. Foo asked Ms. Muñoz whether enforcement funding was discretionary or nondiscretionary.

475 Ms. Muñoz replied that enforcement funding was not discretionary.

Mr. Foo asked whether our budget situation arose because of OAG fee increases combined with increased enforcement activity. Mr. Glasspiegel replied in the affirmative.

Mr. Foo asked Ms. Sorrick whether the Board's day to day enforcement functions are being impacted. Ms. Sorrick replied that enforcement functions have not been impacted, that cases are still being opened and referred.

Mr. Foo asked whether the Board is in violation of any statute by reducing the number of meetings each year. Ms. Sorrick replied that the Board is only required to meet twice a year and that the Board is encouraged to alternately hold one meeting in the northern part of the state and one in the southern part of the State, but deferred to Ms. Marks to comment on the statutory requirement.

Ms. Marks replied to Ms. Sorrick's assertion by saying that the Board must hold at least one regular meeting or upon the request of two members of the Board and that this requirement dates back to 1967.

Mr. Foo asked whether enforcement activity continues on a daily basis and Ms. Sorrick confirmed that work in the Enforcement Unit continues unabated every day.

Ms. Sorrick added that staff is still moving forward on all voted and approved policies from the Board, even if those matters are not mentioned in updates at Board or Committee meetings. She emphasized that the work of the Enforcement Unit does not cease.

Mr. Foo asked whether Proposed Decisions, Stipulations, etc. would still come year-round for voting by the Board and Ms. Sorrick confirmed this.

505 Ms. Sorrick pointed out that the Board has the option to call closed-session meetings as 506 necessary for disciplinary actions. She stated that the work of the Board would continue, 507 either noticed and held in public or via teleconference.

Mr. Foo noted that the remaining Board meeting would be in Fiscal Year 2020-2021.

511 Ms. Sorrick replied that there would also be an April 2020 Board teleconference to discuss AB 2138.

Mr. Foo asked whether the April teleconference would be public.

- Ms. Sorrick confirmed that the April teleconference would be public and emphasized
- that Board meetings always are public. The public is able to participate in a
- teleconference either by joining a Board member remotely at a noticed public location or
- by coming to DCA Headquarters where staff would be hosting the meeting.

Dr. Phillips expressed appreciation for the Budget Office's information, and recognized Ms. Sorrick, Mr. Glasspiegel and former Board Central Services Manager Ms. Burns for responding expeditiously in their efforts to get in front of the problem.

#### Agenda Item #16: Licensing Report

Ms. Cheung provided the update on this item.

Ms. Cheung praised Ms. Kelli Okuma and Ms. Mary Lynn Ferreira for their service and expertise over the past eight years as retired annuitants as the Board anticipates their departure. The Board responded warmly with a round of applause.

After Ms. Cheung provided a brief overview of the meeting materials, Dr. Harb Sheets noted that initial applications increased in January and asked Ms. Cheung for an explanation of that increase. Ms. Cheung replied that this apparent increase was actually the way the BreEZe system reflected open applications and approved applications and did not represent a real increase.

Dr. Casuga asked regarding psychologists how long it takes for an application to be processed after successful completion of the CPLEE. Ms. Cheung replied that due to a larger volume of applications and supporting materials, the processing time currently is between twenty-eight and thirty-five days.

Ms. Sorrick asked Ms. Cheung to give a general overview of her experiences of working with the Organizational Improvement Office in reviewing licensing processes.

 Ms. Cheung replied that she has been meeting regularly with that office. She described having to detail the Board's licensing processes step-by-step. By reviewing what aspects of the program are considered value-added, what things could be streamlined, etc., she developed a sense of what was needed to make the program more efficient.

- Mr. Foo noted a one hundred percent increase in applications for EPPP exam eligibility and wondered whether this was due to a perception among candidates that the
- and wondered whether this was due to a perception among candidates that the Enhanced EPPP was soon to be arriving. He asked Ms. Cheung whether this
- 555 perception translated into an increase in the number of exam eligibility applications. Ms.

Cheung replied that staff has received a number of calls from candidates asking about the Enhanced EPPP, but that she does not attribute any spike in applications for the examination to this perception.

No public comment and no further Board discussion offered.

### Agenda Item #17: Continuing Education and Renewals Report

Mr. Glasspiegel provided the update on this item.

Dr. Harb Sheets commented that it was nice to see that the number of failed CE audits has decreased. She asked Mr. Glasspiegel for corroboration of that decrease and he replied that the numbers varied widely by month. Mr. Thomas joined Mr. Glasspiegel and responded anecdotally that he has perceived a downward trend in the failure rate of audits, but that this was not a metric that was tallied.

Dr. Casuga commented that at the last strategic planning meeting, it had been discussed that for reasons of transparency, the licensed Members of the Board would be audited for their own CE compliance. She asked whether any of them had been audited and were part of these numbers. Mr. Thomas replied that none of the Board Members had come up for audit as yet, but that an audit could occur when they come up for license renewal. Mr. Glasspiegel confirmed Mr. Thomas' statement and pointed out that the audits will be on the way to Board Members when they renew.

Ms. Sorrick commented that licensees will be receiving renewal postcards soon instead of the multi-page renewal packets that used to be sent out at renewal time. The Board's post office box will remain open for another year to catch any of the discontinued renewal packets that might still be out in circulation. Closing the post office box will be a cost-savings for the Board.

No public comment and no further Board discussion offered.

## Agenda Item 18: Legislative and Regulatory Affairs Update

Mr. Foo provided the update on this item.

Bills on this list have not changed with the exception of watch bills under item 18(b)(2).

Mr. Foo asked for comments about Board Member visits to the Legislature earlier in the week.

- 597 Dr. Phillips commented that his team was warmly received, especially regarding SB 275, and that they received questions about the bill. He hoped that thank-you letters
- would be sent and that the Board would continue to make these visits and give
- 600 Members of the Legislature an opportunity to have a dialogue with the Board.

Dr. Harb Sheets said her team was warmly received, especially regarding SB 275. She commented that some questions arose about the implication of adding the word 'behavior' in the context of sexual contact.

Dr. Casuga was struck by how knowledgeable the legislators were about Sunset and that they had asked very well-informed questions and were familiar with SB 275.

Dr. Harb Sheets added that when they had talked about going from the Continuing Education model to Continuing Professional Development (CPD) that one legislator asked whether this would cause licensees to lose touch with their professional community due to not participating in workshops, thereby missing out on new information and experiences. Her response was that CPD was only one component of maintaining the ability to practice safely. Licensees would still have opportunities to obtain education and remain current in their field.

Ms. Cervantes expressed that it might be helpful on these visits to be able to leave behind a one-page sheet of the Board's current requests. She commented that legislators had very specific technical questions, and of the offices she visited most were knowledgeable about SB 275 and were generally supportive of it.

Mr. Foo commented that he had a similar experience on his visits and that the folders we left behind were helpful. He mentioned that the "Therapy Never Includes Sexual Behavior" brochure was a well-received item. He was struck by the familiarity many legislators had with the work of this Board.

Dr. Casuga echoed Mr. Foo's statement especially in regards to the brochure.

Mr. Foo provided a description of SB 275, stating that it is currently in the Assembly Business & Professions Committee with a hearing to occur in April.

632 Mr. Glasspiegel explained what the intention of this bill would be and how it would be implemented.

635 Ms. Cervantes thanked staff and Ms. Sorrick for preparing the Board for these meetings 636 at the Capitol and that she felt prepared for the visits.

Dr. Rodgers described that for her as a new Board Member, it was a powerful experience. She expressed her appreciation and gratitude for being able to be a part of the meetings.

No public comment and no further Board discussion offered.

14 15	18(a)(2) Pathways to Licensure Statutory Revisions – Amendments to Sections 27, 2909, 2909.5, 2910, 2911, 2913, 2914, 2915, 2915.5, 2915.7, 2940, 2942, 2943,
16	2946, and 2960 of the Business and Professions Code, and Section 1010 of the
17	Evidence Code.
18	M. F., and ideal the conduction this item. The continue Detheron and be used on item to be
19	Mr. Foo provided the update on this item. The entire Pathways package is going to be
0	rolled into the Board's Sunset Review process. Therefore, the Board will no longer be
51 52	seeking an author to make changes to Pathways.
3	No public comments and no further Board discussion offered.
, 1	No public comments and no further board discussion offered.
•	18(b)(1)(A) AB 1145 (Garcia) Child abuse: reportable conduct
	Mr. Glasspiegel provided the update on this item.
	wir. Glasspieger provided the update off this item.
	This bill is now at the Senate Rules Committee.
) )	This bill is now at the Seriate Nules Committee.
Ĺ	No public comment and no further Board discussion offered.
<u> </u>	The public comment and he farmer Board discussion energy.
}	18(b)(1)(B) SB 53 (Wilk) Open meetings
	Mr. Glasspiegel provided the update on this item.
	Dr. Phillips asked what it meant for a bill to be held under submission, and Mr.
	Glasspiegel replied that in this case it probably meant the bill would die.
	No public comment and no further Board discussion offered.
	18(b)(1)(C) SB 66 (Atkins) Medi-Cal: federally qualified health center and rural
	health clinic services
	Mr. Glasspiegel provided the update on this item.
	This bill is inactive with no changes to date.
	18(b)(2) Review of Bills with Recommended Watch Status
	Ma Esta mandidad de considada en deia idana
	Mr. Foo provided the update on this item.
	No public comment and no further Board discussion offered
	No public comment and no further Board discussion offered.
	Mr. Foo mentioned the Legislative & Regulatory Affairs Committee would be meeting by
	teleconference in June 2020.
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688	Ms. Sorrick added that there would likely be three bills that would be discussed during
689	the AB 2138 teleconference on April 17, 2020.
690	
691	18(c) Update on California Psychological Association Legislative Proposal
692	Regarding New Registration Category for Psychological Testing Technicians
693	
694	Mr. Glasspiegel deferred to Dr. Linder-Crow on this item.
695	
696	Dr. Linder-Crow provided the update on this item and stated that more work needs to be
697	done on the bill, so CPA will not be introducing it at this time.
698	
699	No public comment and no further Board discussion offered.
700	
701	Agenda Item #19: Legislative Items for Future Meeting. The Board May
702	Discuss Other Items of Legislation in Sufficient Detail to Determine Whether
703	Such Items Should be on a Future Board Meeting Agenda and/or Whether to
704	Hold a Special Meeting of the Board to Discuss Such Items Pursuant to
705	Government Code Section 11125.4
706	
707	Mr. Foo introduced this item.
708	
709	No items recommended and no public comments
710	
711	Ms. Cervantes asked about timelines and changes to meeting schedules, and whether
712	the reduced meeting frequency will allow the Board to have time to weigh in on bills.
713	
714	Mr. Foo replied that the Administrative Procedure Manual allows for the delegation
715	of authority to staff where a position has already been taken.
716	
717	No additional <u>public</u> comment and no further Board discussion offered.
718	
719	Agenda Item #20: Regulatory Update, Review, and Consideration of Additional
720	<u>Changes</u>
721	
722	Mr. Glasspiegel provided the update on this item.
723	TI
724	The only change was to item 'f' which is the regulatory package for AB 2138. The notice
725	period has been extended to April 7, 2020, with a hearing at DCA on April 8, with
726	possible adoption at the Board's teleconference meeting on April 17. Regulatory
727	language was changed based on Veterinary Medical Board's (VMB) changes. Since
728	VMB was the first to submit their package, other Boards and Bureaus are waiting to see
729	how their package succeeds before submitting their own.

Mr. Foo asked Ms. Marks to provide a summary of AB 2138.

Ms. Marks explained the nature of the bill, how it changed the impact of a criminal act in terms of what a Board could consider when deciding whether to deny a license. She explained that staff had to develop additional criteria for a petitioner, applicant or licensee to show rehabilitation. These considerations affected all of DCA. July 1, 2020 is the effective date of the bill, so all boards and bureaus need to have their regulations in place by that date.

Ms. Marks explained that the meeting materials contained the changes staff felt the Board would be interested in approving based on the VMB language. She expressed that these changes should reflect what the Board had already established as substantial relationship criteria for denial or discipline without actually changing Board policy, or rehabilitation criteria. She pointed out that there is uncertainty as to how the Office of Administrative Law (OAL) will respond to the changes, as to whether they are substantive or non-substantive.

Discussion ensued about the awkwardness of some of the language with multiple instances of 'licensee' and other seeming redundancies. Ms. Marks pointed out that a technical change could deal with minor wording changes later.

Mr. Foo asked whether staff believed §1394(c)(1-8) addresses the spirit of AB 2138 and advances consumer protection. Mr. Glasspiegel confirmed that they do allow staff to continue the mission of consumer protection while simultaneously implementing the changes brought about by AB 2138 to the extent possible.

Ms. Marks commented that Legal Affairs suggested that boards and bureaus could go with very broad language about substantial relationships. Given that other boards and bureaus responded to AB 2138 with shorter lists of crimes, the Board decided to be more particular regarding substantially-related crimes so the OAG would not have to determine whether such behaviors as 'stalking' would be substantially related to the practice of psychology. The Board had decided it would be best to be very clear so as not to be an issue at a hearing. That is why the Board's list of crimes is longer than what other boards and bureaus included.

Mr. Foo would find it helpful at the April 2020 teleconference to include the original AB 2138 staff memo to explain what this bill does, even to use the original memo.

Mr. Glasspiegel commented to Ms. Marks that CCR § 1395.1 could be amended before the Board voted to approve the language.

Discussion ensued whether all the included language was necessary.

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774	Mr. Glasspiegel revised the language accordingly.
775	
776	The newly-amended language reads:
777	
778	When considering the suspension or revocation of a license or registration
779	issued by the Board, on the ground that a person holding a license or registration
780	under the Psychology Licensing Law (chapter 6.6 of division 2 of the Code) has
781	been convicted of a crime, the Board in will evaluateing whether the licensee or
782	registrant has made a showing of the rehabilitation of such person and his or her
783	eligibility and is presently fit for a license or registration.
784	
785	It was M(Phillips)/S(Casuga)/C to approve the technical and non-substantive changes to
786	the AB 2138 regulations package language as well as making the language changes in
787	the first sentence of §1395.1 as amended.
788	
789	Ms. Marks clarified that this vote was to approve this language for the 15-day notice
790	period of modified text for the regulatory package.
791	
792	No further Board discussion and no public comment was offered.
793	
794	Votes: 8 ayes (Bernal, Casuga, Cervantes, Foo, Harb Sheets, Phillips, Rodgers, Tate),
795	0 noes
796	
797	Ms. Marks requested a motion to delegate Ms. Sorrick to make non-substantive
798	changes.
799	
800	It was M(Phillips)/S(Tate)/C to delegate Ms. Sorrick to make non-substantive changes.
801	
802	No public comment and no further Board discussion.
803	
804	Votes: 8 ayes (Bernal, Casuga, Cervantes, Foo, Harb Sheets, Phillips, Rodgers, Tate),
805	0 noes
806	
807	Mr. Foo called for additional Board or public comments on remaining items and saw
808	none.
809	
810	Agenda Item #25: Enhanced EPPP – A Board Member Experience
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812	Dr. Casuga described her experience taking the Enhanced EPPP.
813	

Dr. Horn, who works for ASPPB on the EPPP2, was in attendance and took notes on what Dr. Casuga said about the test. Dr. Horn commented on the EPPP and Dr. Casuga's feedback and described the format of the test and how it is developed.

In response to comments by Dr. Phillips regarding skills-based criteria, Dr. Horn explained that ASPPB has this test because boards were doing away with oral exams and that this was originally a way to fill that void.

Ms. Cervantes asked what demographic groups and categories ASPPB is looking at when they develop their exams, pointing out that there is evidence in her field of educational research that bias does occur in examination development. Dr. Horn replied that it had to do with who was taking the exam. The new Enhanced test has newer layers, including built in reviews for bias.

Ms. Cervantes asked whether gender and age are factored in and Dr. Horn affirmed that they are, along with other identifiers.

Ms. Cervantes told Ms. Sorrick that she wants to see data on pass rates for ethnicity and different groups to demonstrate that decisions about utilizing the exam are based on data. Ms. Sorrick explained that staff doesn't collect that information on various groups taking the exam unless it is voluntarily supplied. Ms. Cervantes asked whether that information was available elsewhere and said absent that information, it would be difficult for her to decide what impact the Enhanced EPPP will have on the licensing population. Dr. Phillips commented that it is a legal issue. Individuals can volunteer this information, but we cannot by law force them to divulge some personal demographic data. Ms. Cervantes said that in the aggregate there should be some evidence that would allow the Board to make a sound decision. Dr. Horn agreed that we want as much information as possible, but from the perspective of creating the exam, it is not a biased exam. The Board will have to make the decision sooner or later, but also to think how our licensees could be disadvantaged if they don't take the exam that the rest of the nation does.

Mr. Foo supports Ms. Cervantes' sentiment that ASPPB should be aware of this desire for data-informed decision-making. Dr. Horn said she can take this back to ASPPB, but that it is definitely a concern that is shared.

Ms. Cervantes commented that during the legislative visits, two members commented on access to services in their home counties.

Dr. Rodgers thanked Drs. Horn and Casuga and asked whether licensees received a score for each test. Dr. Horn replied in the affirmative. She asked Dr. Horn about implicit bias, namely whether there are questions on the test that cause the taker to examine their own implicit biases. Dr. Horn explained that embedded in the questions are issues

of cultural competencies. For Part 2, the test-taker would not be questioned on cultural competency, since that specific competency would be intrinsic in the question itself. To answer the question correctly, the test taker must already have that cultural awareness.

Ms. Bernal thanked Dr. Horn for her service.

Dr. Phillips asked Ms. Sorrick whether she had a sense of how many licensees at renewal would be willing to volunteer their ethnicity information and she replied that she had no way of knowing. She suggested the Board could run a report to see how many responded to the demographic survey. The Board has statutory limitations on the amount and type of data it can require. Even the more detailed data that Medical Board of California receives is still voluntary. Ms. Sorrick pointed out that staff could run a QBIRT report to get an idea of what data is available.

Dr. Phillips commented that it has historically been frustrating that the Board is unable to obtain meaningful data. He expressed hope that there would be additional data to inform the Board.

Ms. Sorrick emphasized that the Board does not want to give the impression that it is making licensing decisions based on demographic information.

Dr. Casuga commented that candidates have to pay for expensive exam preparation courses, without which they may not be able to pass. She suggested that ASPPB could provide test practice templates to which Dr. Horn replied that there were practice exams online.

Dr. Casuga asked Ms. Sorrick whether the Board could do a pilot of the CPLEE, to see a sample of the CPLEE.

Ms. Sorrick expressed doubt in response to Dr. Casuga's question since the CPLEE is an existing examination. Ms. Sorrick said she would reach out to Office of Professional Examination Services (OPES) to see about obtaining mock or retired questions. Ms. Sorrick pointed out that the practice examination is on the Applicants tab of the Board's website among other materials and bulletins. Once EPPP2 launches, it will be able to be included in the Occupational Analysis.

Dr. Phillips commented on the process that he was hopeful OPES includes implicit bias concerns in their development process.

Ms. Sorrick mentioned that Tracey Montez of OPES will be able to comment on the examination development process and that staff is gathering information to provide the Board a look at the makeup of the panel developing the exam.

Dr. Phillips asked whether the process of examination development considered sexual orientation and gender.

Ms. Sorrick replied in the negative.

Dr. Phillips continued by calling to mind heteronormative bias as one of the biases that

the examination development process should consider.
 Ms. Bernal asked generally whether associations or graduate programs would have thi

- 908 Ms. Bernal asked generally whether associations or graduate programs would have this 909 demographic data available. She suggested that this could be something the Outreach 910 and Communications Committee could take up.
- Partly in reply to Ms. Bernal, Dr. Phillips commented that he too would be interested to know what information these sources might actually have.
- Dr. Casuga asked Dr. Horn and Ms. Sorrick whether there were early career psychologists on the panel and Dr. Horn replied that 52% of the panel are early-career licensees.
- Dr. Casuga echoed the same question regarding the CPLEE.

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- 921 Mr. Thomas replied that there is a balance between early-career and experienced 922 licensees on the expert panel for the CPLEE development.
- 924 Ms. Marks commented that OPES does strive to have a balance between early-career 925 and experienced licensees on the panel because the purpose of the exam is to test the 926 competency level of an entry-level applicant.
- 928 Mr. Foo called for public comment and there was no public comment offered.
- Drs. Phillips and Casuga thanked Dr. Horn for participating and sharing her expertise at this meeting. Dr. Horn replied that, now that she is no longer a Member of this Board, she is happy to be able to provide clarity on ASPPB matters where previously she would have had to recuse herself.

# Agenda Item #21: Update on Sunset Review

- 937 Dr. Phillips introduced this topic and turned it over to Mr. Glasspiegel to provide the 938 Sunset Review update.
- 940 Mr. Glasspiegel provided the Sunset Review update.

- Dr. Phillips said that on March 24, 2020, the Executive Committee and the Sunset
  Committee will be appearing at the hearing to respond to any questions the Board might
- have. He explained the purpose of the Sunset review process.

- Ms. Sorrick followed up Dr. Phillips' comment explaining the sunset review process.
- First, the Board receives a draft background paper with questions for the Board to
- answer. She explained that this process is driven by newer issues and that the Board
- should not expect to see new questions or issues arising because those should all have
- 950 been addressed previously.

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She commented that there may be follow-up questions to staff for fact-checking that should be received a week before the hearing.

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Dr. Phillips commented that this time around is a little different in that there will be substantive provisions included in the Sunset legislation.

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958 Mr. Foo mentioned that foreign degree evaluations will be another new area.

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- Ms. Cervantes asked whether Sunset could be extended longer than four years and Ms.
- Sorrick replied that the duration is up to the discretion of the Sunset Review
- Committees. In the past, some boards and bureaus came up for review more often, but the cycle is not statutory.

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Mr. Thomas commented that the Board did automatically receive an extension one time due to legislative workload.

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No further Board or public comments were offered.

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# Agenda Item #22: Review and Consider Feedback Regarding ASPPB Closure of Practice Guidelines

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Mr. Thomas presented this item.

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In November, 2019, the ASPPB Termination Task Force distributed guidelines for comments, which Ms. Sorrick forwarded to the Board Members for their comments to the Task Force. The comment period closed January 6, 2020, and now the document will go back to ASPPB Board of Directors for a vote. Thereafter, it will be brought back to this Board for vote.

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Dr. Harb Sheets described how the San Diego Psychological Association (SDPA) was the first organization to identify the need for a contingency plan in the case of death of a licensee. SDPA created a professional will that resembled the materials currently under the consideration of this Board. She pointed out that the document was available on the SDPA website for reference. To provide a document like this for the use by our licensees, the Board would be providing a public service.

Dr. Phillips responded to Dr. Harb Sheets' question about whether most psychologists have a professional will by reminding the Board that it is hard to know where regulations stop and standard of practice starts. The Board has not traditionally tried to address standard of care or practice to allow for the evolution of the field.

No further Board or public comment.

# Agenda Item #23: Review and Consideration of Changes to Board's Administrative Manual

998 Ms. Sorrick provided the update on this item, with comments from Mr. Thomas.

Discussion ensued about the content of the Administrative Procedure Manual and several revisions were suggested, which would be brought back to the Board for consideration at the next meeting.

No further Board comments and no public comments.

# Agenda Item #24: Update Regarding Mathews v. Becerra – California Child Abuse and Neglect Reporting Act (CANRA) and Mandated Reporting – Penal Code Sections 261.5, 288, and 11165.1

Mr. Glasspiegel provided this update, describing that the Board has received regular updates over recent years. The Board was awaiting an opinion from the legislature before taking a position and that opinion had been held up while *Mathews v. Becerra* went through litigation. In December 2019, a Supreme Court decision remanded the case back to the Superior Court, which is mandated to hear the case.

As a result, the Board is effectively back to square one in waiting for a clear answer on this matter.

Ms. Marks confirmed Mr. Glasspiegel's explanation and provided additional information about the background of the case, in particular how the definition of sexual abuse was expanded to include the downloading of pornographic images or videos.

Dr. Phillips commented that the way the statute is written, it appears that the simple act of downloading constitutes grounds for child abuse reporting and that psychologists are now policing all patients who may be using child pornography. He feels that this effectively cuts off people dealing with child pornography issues from treatment. This is no closer to a clear answer than in 2014. He also mentioned the confusion created by

sexting by teenagers and the need to report normative adolescent behavior in some 1028 communities. 1029 1030 1031 No further Board comment and no public comment offered. 1032 1033 Agenda Item #26: Recommendations for Agenda Items for Future Board Meetings. Note: The Board May Not Discuss or Take Action on Any Matter Raised 1034 During This Public Comment Section, Except to Decide Whether to Place the 1035 Matter on the Agenda of a Future Meeting [Government Code Sections 11125 and 1036 1037 11125.7(a)]. 1038 1039 Mr. Foo introduced this item. 1040 Mr. Foo expressed that he would like to see an Enforcement Report at the April 1041 teleconference as well as at the July and November Board meetings. Additionally, he 1042 suggested that Ms. Cervantes and Ms. Sorrick should talk about data, as in what data is 1043 available now and what is the landscape and collecting data. 1044 1045 Dr. Harb Sheets explained that there are questions about the implications of California 1046 1047 recognizing regionally-accredited credentialing programs, namely how this would impact 1048 potential licensees. 1049 Dr. Casuga requested an update on the Licensure Committee stakeholder meeting re: 1050 Licensed Educational Psychologists (LEPs) versus Licensed Psychologists. 1051 1052 1053 Ms. Sorrick asked Ms. Cheung whether staff reported on the Licensure Committee at October 2019 Board meeting. Ms. Cheung replied that it was reported at the October 1054 Board meeting. The plan had been to have the stakeholder meeting in 2020, but staff 1055 will need to strategize this meeting given current resources. 1056 1057 Dr. Casuga asked whether the stakeholder meeting would happen before next Board 1058 1059 meeting and Ms. Sorrick replied in the negative. 1060 1061 Mr. Foo called for public comment on Future Items. 1062 1063 David Person spoke representing 'hundreds of parents erased from their children's 1064 lives' due to parental alienation. Mr. Person called for better assessment of children. He 1065 referred to Dr. Linder Crow's comment that all stakeholders should be included and that 1066 Dr. Craig Childress be invited as an expert at the stakeholder meeting. Mr. Person

1068 1069 Ms. Sorr

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Ms. Sorrick pointed out that there is no follow-up child custody stakeholder meeting in the works and that in the meeting the Board brought together state agencies along with

inquired as to what it takes to be a stakeholder.

two consumer groups. She stated she would be happy to share the recommendations that came out of that meeting with him after the conclusion of the Board meeting. She commented that the best way to become a stakeholder is to attend meetings and sign up for the Board's email blasts.

Ms. Bernal asked which organization Mr. Person represented and he replied that the people he represents are a network, not a formal organization.

The meeting adjourned at 3:32 pm.

